

Diversity and Inclusion sub-group – survey 2022

Capital Growth decided to wind down its Diversity & Inclusion sub-group meetings in the autumn in favour of integrating this agenda into the main Working Party group rather than side-lining this agenda into a smaller meeting.

We launched a survey in November to the 16 organisations represented by 21 individuals who attended one or more of the meetings throughout 2021/2022 in order to gather feedback and share with this group. Of the 16 London-based organisations, half were BPOC-led.

We're also exploring how CG can support the work of the Rootz into Food Growing (BPOC food growing) London network and we hope the feedback will help inform RiFG's future plans.

Respondents

The group comprised established organisations as well as emerging BPOC-led collectives. We recognise that the smaller collectives might not have a core team or supporting structures so we tailored the questions accordingly for both groups.

Three people responded to the BPOC-led survey and six people responded to the non BPOC-led survey. It's worth noting that we incorrectly sent the non BPOC-led survey to someone from a BPOC-led project (so their questions were not as relevant to them as they might have been).

BPOC-led survey – responses

When asked **which aims of the diversity & inclusion sub-group were relevant to their organisation**, the two most popular aims were the following:

- *Bring together different food growing organisations and individual food growers to identify how/where we can support each other's work*
- *Explore opportunities to make London's food growing movement more inclusive and widen the conversation*

No missing aims were identified.

When asked **how people felt the group did in relation to its aims**, one respondent answered not sure, one answered not so well and one answered not sure.

When asked **how they benefited from the group**:

- One answered that they were featured as a Spotlight Garden with Capital Growth.
- Two people benefited from regular sharing and promotion of your organisation's events & activities to our network
- One responded saying they built relationships with other organisations through attending the sub-group
- One person responded saying they discovered funding opportunities of interest

When asked **if their involvement led to additional benefits**, one respondent said more interest in their growing project.

When asked **how regularly they attended the meetings**, one person said regularly, one said once and another person answered to say they didn't but colleagues had attended.

When asked **how comfortable they were** at the meetings, one respondent selected 89% and another 38% on the sliding scale (the higher number being the most comfortable).

When asked where their resource gaps are:

- All three said funding
- One person selected training
- One person selected managing volunteers
- One person selected promoting their garden
- One person selected managing people in general

When asked **where they're feeling the most barriers in the food growing sector**, only one person responded by saying it's their core funding, as well as capacity, resources and people to maintain spaces.

When asked **if they were involved with Rootz into Food Growing**, two out of the three organisations said yes they are. The aspects they identified as most important with RiFG's work was the networking opportunities, relevant opportunities of interest being shared and the opportunity for peer-to-peer support.

When asked **if they could/would want to commit to Capital Growth's quarterly working party meetings**, two of the three respondents said yes.

Non BPOC-led survey – responses

When asked **which aims of the diversity & inclusion sub-group were relevant to their organisation**, in order of priority these were:

- *Bring together different food growing organisations and individual food growers to identify how/where we can support each other's work*
- Better understand and improve the diversity of paid leadership/employment amongst Capital Growth and Social Farms & Gardens membership and related organisations
- *Reframe the narrative and language e.g. around culturally appropriate food growing*
- *Share learning and updates around the anti-racist food growing agenda across London*
- *Explore opportunities to make London's food growing movement more inclusive and widen the conversation*

When asked if there were **any missing aims**, the following was suggested:

- Improve dismantling power re distribution techniques
- Reframe the narrative and language e.g. around culturally appropriate food growing

When asked **how people felt the group did in relation to its aims**:

- two respondents said well

- one said not sure.
- One said: 'The group succeeded in centring diversity and inclusion as an unanswered problem for the community food growing sector. It was important to follow up the collective will to challenge racism that emerged in 2020. Participating in the agroecological food access group that emerged in parallel to this group demonstrated the possibility of establishing resourced projects to address this challenge. Hopefully this initial network will yield fruit in months to come'
- Two people said they didn't attend frequently enough to be able to comment.

When asked **how often they attended**, all respondents attended between 2-3 meetings each.

When asked **how comfortable they felt** at the meetings, the answers ranged from 50-78% comfortable.

Further comments on this included:

- 'I rarely attended because I feel a few steps need to be taken for organisations to become diverse and inclusive in a way that is of benefit to BPOC organisations. Anti-racist training is one and felt some people in the room needed it'
- 'It was an inclusive environment where different people were invited to speak'
- 'Racialised categories such as BPOC or BAME are inherently essentialising and we have to tolerate their necessity as political groupings as long as racism persists. I struggle to locate myself in relation to these categories as a person racialised as Brown who has benefitted from the privilege of social, cultural and economic capital. As a result, I am uncomfortable speaking as or for BPOC and yet I feel I have sufficient lived experience to have some insight into dynamics of exclusion'
- 'I felt comfortable but perhaps some people find Zoom calls intimidating if they aren't office based?'

When asked **what positive change their organisation made over the last year to address diversity and inclusion**, respondents selected the following answers:

- Three organisations selected: *Adapted our recruitment policy to be more inclusive*
- Three organisations selected: *Running staff training*

Two organisations expanded by saying:

- 'We are at the early stages of conducting an EDI review. The intended result will be internal training to raise awareness, and an inclusive recruitment policy, but we are at the early stages only'
- 'Sharing and discussion of Sowing Roots Evaluation with staff and trustees'

When asked **what positive change has their organisation made over the last year to address diversity and inclusion**, respondents selected the following:

- Four of the six respondents selected: 'Improved access for Black and Minoritised groups'
- Two of the six selected: 'Provided opportunities for traineeships'

Two organisations expanded by saying:

- 'Sowing Roots project, exhibition and legacy initiatives'
- 'We've grown our org to Part Time paid staff. Disappointed that we've been denied to lead our own training, rather being cohered into working with non POC led orgs to train us. NO!'

When asked to **provide more info on making their engagement activities more inclusive / reached more BPOC communities in the last year**, respondents answered in the following ways:

- 'Sowing Roots exhibition and events programme. Free exhibition within the museum trialled with success regarding access and inclusion and to be adopted again in 2023. Series of 3 talks with Edward Adonteng one of the young people involved in our Sowing Roots project'. Staying connected with participants in Sowing Roots project.
- 'Much more diverse volunteering recruitment'
- 'Garden open days'
- 'Safe and Inclusive Spaces training for our membership'
- 'Partnership with Rootz into Food Growing, Ubele & Black Rootz for Squash & Pumpkin Festival'
- 'Developed our corporate volunteering'
- 'Secured £220k of funding to create a new biodiversity/Community garden'

When asked **if their organisation has plans to support smaller or BPOC-led organisations** moving forward, respondents answered in the following ways:

- 'Yes'
- 'We have NPO funding from April 2023-26 and as part of this we wish to support black gardening groups and create a hub'
- 'We are BPOC led. This seems to be a problem. Non POC led orgs get to support smaller BPOC led organisations. We would like to support BPOC orgs financially, through training and job creation. I shouldn't have to be a white led org to do so...'
- 'Yes we are in the process of creating a business plan with a marketing strategy to engage more community organisations/groups'
- 'Working with community groups, free and subsidised visits etc'

When asked **if they'd be interested in supporting RiFG's work** and how, respondents answered in the following way:

- Two respondents selected: 'Physical resources / meeting space'
- One respondent selected: 'Organisational capacity'
- Two organisations selected: 'Budget towards events or activities'
- Two respondents selected: 'Meeting space'
- Two respondents selected: 'Collaboration, applying for funding'

Further expanded comments included:

- 'Redistribution of power and amplifying marginalized voices'

When asked **if they will commit to coming to Capital Growth's quarterly working party meetings**, four of the six respondents said yes.